

1 UNITED ACADEMICS PROPOSAL

2  
3 ACADEMIC FREEDOM

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5 **Preamble.** United Academics and the Employer affirm that the university exists to serve the  
6 public good through teaching, research, and engagement, not to further the interests of individual  
7 bargaining unit members or the institution as a whole.  
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9 United Academics and the Employer agree that academic freedom is essential to the mission of  
10 the university, because serving the public good depends upon the free search for truth and its free  
11 exposition. United Academics and the Employer jointly accept the responsibility for maintaining  
12 an atmosphere in which scholars may freely teach, conduct research, publish, and engage in  
13 other scholarly activities, and speak on all matters of university governance. United Academics  
14 and the Employer agree to protect bargaining unit members against influences from within or  
15 without the university that would restrict the bargaining unit member in the exercise of their  
16 academic freedom.  
17

18 The bargaining unit members and administration of Oregon State University accept a  
19 responsibility to protect the right of each employee to express their personal opinion in a manner  
20 that complies with university policy, state and federal law, and professionalism. At the same  
21 time, each member of the university community is expected to respect the right of free inquiry of  
22 fellow members, show due respect for the rights of others to hold and express their opinions in a  
23 professional and appropriate manner, and be objective in the judgment of the professional  
24 capabilities and performance of their colleagues.  
25

26 **Section 1. Scholarly Work.** Bargaining unit members are entitled to freedom in their scholarly  
27 or creative work, subject to the ~~adequate performance of their academic duties~~ provisions of their  
28 position description, and they have the right to disseminate the results of that work to students,  
29 the public, and others in the academy.  
30

31 As scholars in academic disciplines, bargaining unit members ~~are committed to~~ seek and state  
32 the truth as they see it, continually develop their scholarly competence and expertise, practice  
33 intellectual honesty, contribute to the development of their discipline, and exercise self-discipline  
34 and judgment in using, extending, and transmitting knowledge to diverse audiences on- and off-  
35 campus.  
36

37 **Section 2. Teaching.** Bargaining unit members have the freedom to teach and engage, both in  
38 and outside of the classroom, including the examination of controversial issues when such issues  
39 are germane to the subject matter of the course they are teaching or the educational activity in  
40 which they are engaged. This freedom includes the selection of ~~institutional~~ instructional  
41 materials and course content, and the assessment of student performance, subject to ~~the~~  
42 University or academic unit's control over established faculty oversight of curriculum and  
43 instructional materials, university policy, state law, and federal law, ~~and University evaluation of~~  
44 adequate performance.  
45

1 As teachers, bargaining unit members will exemplify high scholarly standards, improve  
2 instructional methods while ensuring that the primacy of the instructional function of the  
3 academic area is upheld, respect students as individuals while adhering to their proper role as  
4 intellectual guides, foster honest academic conduct and fair evaluation of students, and protect  
5 the academic freedom of students and their rights of access to the university. Bargaining unit  
6 members and the administration of Oregon State University jointly accept responsibility for  
7 maintaining an atmosphere in which scholars may freely teach and engage in scholarly activities.  
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9 **The grade a faculty member determines for a student's performance shall not be changed without**  
10 **the faculty member's consent, except when a Dean or equivalent establishes:**

- 11 a. There was discrimination against a student in determining the grade or the grade  
12 was imposed without proper authority;
- 13 b. The grade was given arbitrarily and capriciously; or
- 14 c. The faculty member's assessment of the student's performance is not supported  
15 by an accepted pedagogical practice or was substantially inconsistent with the  
16 basis for evaluation that the faculty member specified for the course.  
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18 **Section 3. Extramural Expression.** The Employer ~~does~~ **shall** not attempt to control the personal  
19 opinion of, nor the public expression of that opinion by, any ~~member of the bargaining unit of~~  
20 ~~the institution~~ **bargaining unit member**. When speaking in their personal capacity, bargaining unit  
21 members have the right to the same freedoms of expression as other individuals regarding  
22 political rights and privileges, without fear of institutional censorship, reprisal, or discipline.  
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24 When bargaining unit members speak or write in their personal capacity, they may identify their  
25 university affiliation so long as no university sponsorship or endorsement is stated or implied.  
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27 When supporting or opposing ballot measures, referenda, or candidates for public elected or  
28 appointed office, bargaining unit members who identify university affiliation will do so with the  
29 disclaimer that they are doing so "for identification purposes only."  
30

31 ~~The bargaining unit members and administration of Oregon State University accept a~~  
32 ~~responsibility to protect the right of each employee to express their personal opinion in a manner~~  
33 ~~that complies with university policy, state and federal law, and professionalism. At the same~~  
34 ~~time, each member of the university community is expected to respect the right of free inquiry of~~  
35 ~~fellow members, show due respect for the rights of others to hold and express their opinions in a~~  
36 ~~professional and appropriate manner, and be objective in the judgment of the professional~~  
37 ~~capabilities and performance of their colleagues.~~  
38

39 ~~The Parties mutually acknowledge that the Agreement is not the appropriate method for~~  
40 ~~resolving disputes involving academic freedom.~~  
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42 **Section 4. Shared Governance.** Bargaining unit members shall have the freedom to participate  
43 in the system of shared governance and seek to contribute to the functioning of their academic  
44 unit and the university. This freedom includes the right to discuss and critique academic policy,  
45 university governance, and other matters pertaining to the health of the university.